

BISHOPSGATE

EMPLOYMENT SERVICES

Employment services.
Redefined.

#FollowTheFleur





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Introduction

Bishopsgate Managing Director, Luke Shannon-Little introduces Bishopsgate Employment Services, how we do things, how we operate and why you should work with us.

Services breakdown

The services that we provide, Umbrella payroll and agency CIS payroll. Consultative Support on IR35, SDC and Right To Work

Benefits of working with us

Why would your business work with us at Bishopsgate? Read on and you'll find out.

Partners, who we work with

The types of businesses that we work with and the success generated for all.

We are a compliant payroll solution, here's why

Confidence is what we offer and it is achieved by our compliance with GDPR, modern slavery and current legislation.

Get in touch

Contact our friendly, jargon-free sales team for a no-obligation chat about what we can do for your business.



Introduction to Bishopsgate Employment Services

Luke Shannon-Little, MD of Bishopsgate Group explains what we can offer you and how we deliver a market-leading contractor service

Bishopsgate Employment Services provide third-party payment solutions to organisations engaging temporary workers within the UK, with compliance and customer service at the heart of what we do

All of our solutions, including our PAYE Umbrella, are regularly reviewed to ensure that they remain compliant with the latest tax and employment legislation, giving our clients the peace of mind required to focus on growing their own business.

Bishopsgate offers a fully compliant umbrella payroll service payment, we are the intermediary which employs contractors who work on various temporary assignments.

This provides contractors with a continuous period of employment whilst having the flexibility to work on many assignments with different clients.

Bishopsgate will make PAYE tax and National Insurance deductions ensuring your candidate's income tax affairs are taken care of.

Our experienced team guides contractors through their options in an honest and transparent manner, helping them to understand which model is best suited to their contracting needs.

Bishopsgate have experience working with companies across multiple UK industries, with a primary focus to supply all our clients with a fully compliant, best practice payment solution that promotes payment efficiency, management and safeguarding.

Luke Shannon-Little
Managing Director
Bishopsgate Employment Services



“
So, what do Bishopsgate do and what can they do for my business?”

Bishopsgate Employment Services provides umbrella PAYE and subcontractor CIS payroll solutions to organisations within the UK, with compliance and customer service at the heart of what we do.

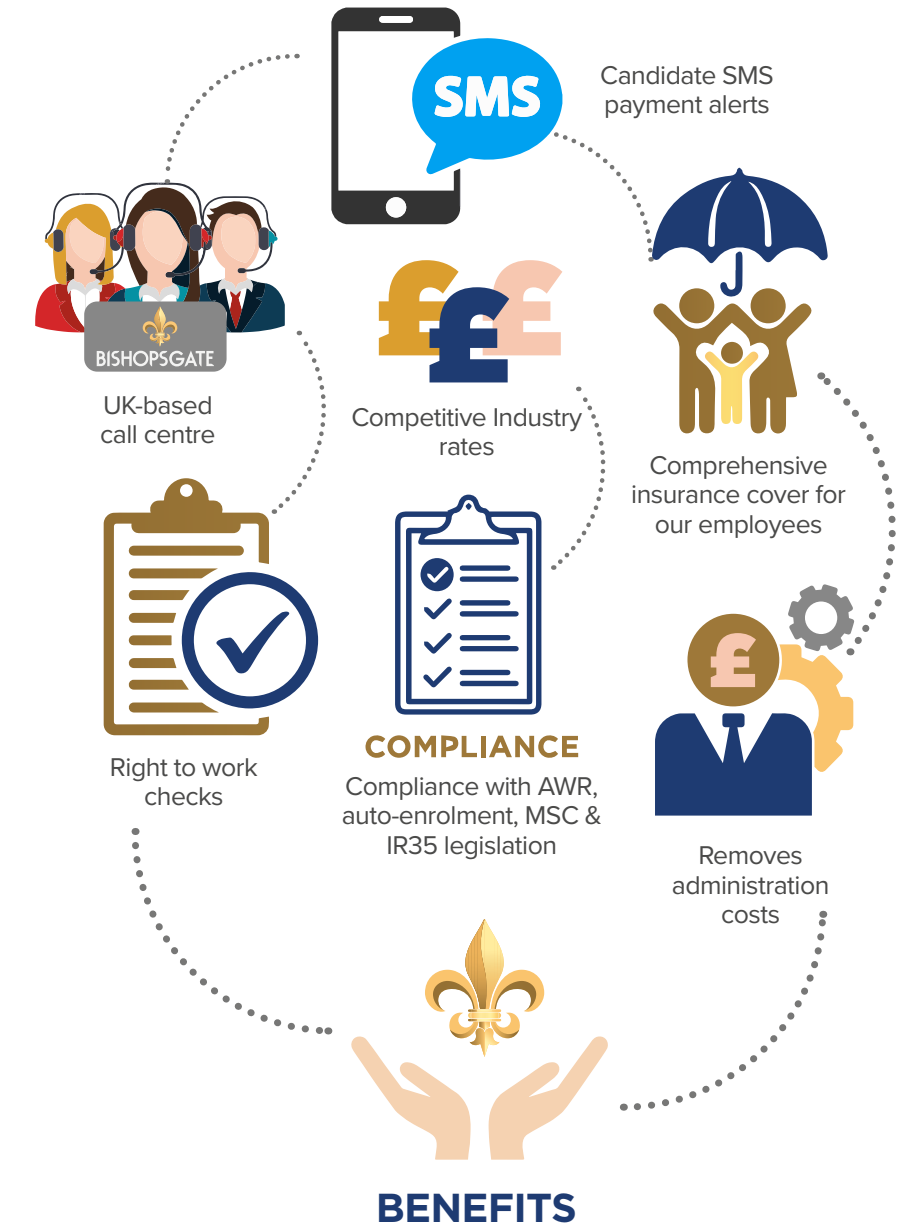
Our payroll services are regularly reviewed to ensure that they remain compliant with the latest tax and employment legislations, giving you the peace of mind required to allow you to focus on growing your business.

Bishopsgate have experience working with companies across multiple UK industries, with a primary focus to supply all our clients with a fully compliant, best practice payment solution that promotes payment efficiency, management and safeguarding.

Our experienced team will guide your business and contractors through our options in an honest and transparent manner, helping you to understand the models we have available and which is best suited to your contracting needs.

Bishopsgate provide what is known as an “umbrella” solution which is a simple and hassle-free PAYE option utilised by many independent contractors working on multiple short-term contracts for agencies or end clients that require their project income to be handled at source.

Bishopsgate Employment Services will employ workers and process project income under Pay as You Earn (PAYE) managing the Tax and National Insurance (NI) deductions, ensuring tax compliance within the supply chain.



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So, agency CIS payroll ...
what’s this all about?”

If you are involved in construction, you’ll want to read this!

The Construction Industry Scheme (CIS) refers to a tax regime set out by HM Revenue & Customs (HMRC) to cater for self-employed contract workers in the construction industry.

As a result of the amendment made to section 44 of the Income Tax (Earnings & Pensions) Act (often labelled the agency legislation) there are now stricter rules surrounding the employment status of contractors, with the burden of proof over a lack of supervision, direction or control now resting with the agency.

Bishopsgate Agency CIS services specialise in the processing of payments to subcontractors working within the construction industry. The benefits of this service include:

- » **Reduced administration as Bishopsgate takes care of invoicing, payment and issuing statements to subcontractors.**
- » **CIS Statements are provided for all payments made.**
- » **Access to health and safety advice.**

Bishopsgate Agency CIS services allow you to remove the extra levels of administration taken on when engaging with CIS subcontractors.

You will be able to receive a singular invoice when needing to pay multiple subcontractors taking away the responsibility and additional administration required for UTR verification, Right To Work checks and necessary insurance cover.



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**So, SDC, IR35, right to work ...
what's this all about?**

Supervision, direction and control (SDC) assessments

In 2014 the construction industry had introduced the first round of supervision, direction or control assessments.

If a contractor was deemed to be subject to any of these three categories, they could no longer be a part of the Government's Construction Industry Scheme (CIS) and had to be paid under a PAYE scheme.

In 2016, the SDC legislation came into effect across the whole of the UK, not just within the construction industry. Agencies became accountable for carrying out SDC status determinations as to the manner of which the candidates' services were supplied to confirm how that individual could be engaged compliantly.

Specifically, each component:

Supervision – to apply there must be someone who is overseeing the work to make sure that what is being done is to the required standard of that task.

Direction – involves someone telling another person to do their work a certain way. The person providing direction, guidance, advice or instruction as to how the work is done as it is undertaken.

Control – where someone dictates what work a person does and how they should go about carrying it out. This also includes the power to move the worker from one task to another.

If a contractor falls in to any one of the above components, they are likely to be caught by SDC.

IR35

Introduced in 1999, IR35 was created to combat tax avoidance whereby workers and businesses capitalised on engaging with one another via an intermediary when in fact, would have been treated as an employee if an intermediary was not used in that instance.

The new 'off-payroll' legislation which was initially introduced into the public sector in 2017 but then extended into the private sector in 2021, means that the end client is required to carry out an IR35 status determination as the tax liabilities now fall on clients and agencies if inaccurate.

Right to Work

Our team at Bishopsgate carry out stringent candidate checks, and receive extensive training to keep your business protected from any challenges in regards to UK Visas and Immigration regulations.

All potential candidates have their documents processed against the Home Office's Right to Work

Checklist

Bishopsgate provide FREE Right to Work training sessions for you and your teams to ensure that you feel confident with the latest rules and regulations.

Our short training courses will provide you with an overview of what documents can be accepted and inconsistencies to look out for.

The Bishopsgate team are at hand to discuss any questions you might have about Right to Work checks, so please feel free to give us a call.



ENJOY FANTASTIC SAVINGS ON YOUR EVERYDAY SPENDING,
PLUS A RANGE OF OTHER BENEFITS

SHOPPING DISCOUNTS

Earn cashback and save at your favourite retailers including supermarkets, high street shops, restaurants and more.

FUEL CARD

Save at any of BP's 1,200 fuel stations across the UK with your very own fuel discount card! includes motorway service stations where you can save up to 20 pence per litre!

Easy to use
Simply use the card like any payment card to pay for your fuel.

Simple payment process
You're charged for the fuel you use the following week via direct debit.

Weekly low fixed price
You're guaranteed to pay a set price per week – no sudden changes.

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WELLBEING

Access valuable tools to support your physical, mental and financial wellbeing. Services include:

<p>24/7 GP Helpline Get quick advice and support for your health concerns.</p>	<p>Employee Assistance Programme Get confidential support for your personal challenges.</p>	<p>Discounted Gym Memberships Save up to 25% at top UK gyms and leisure centres.</p>
<p>Online Mindfulness Course Learn techniques to reduce stress.</p>	<p>Credit Score Checker Access your credit report for free, for life.</p>	<p>Life Insurance Get peace of mind for your loved ones.</p>
<p>Income Protection Insurance Protect yourself for unexpected circumstances.</p>	<p>Eyecare and Savings Get a free eye test and discounts on eyewear.</p>	<p>Health Cash Plans Claim money back on a range of healthcare costs.</p>

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So, why should I work with Bishopsgate?”

Why would your business work with us at Bishopsgate?
Read on and you'll find out

With all the extra administrative responsibility that has been highlighted throughout this brochure and specifically on pages 10 and 11, Bishopsgate can help you navigate through the forever-changing landscape when looking to engage with workers. We will process their project income through compliant solutions, keeping the supply chain due diligence in check.

Bishopsgate have provided comprehensive solutions for over 20 years to a myriad of industries and with customer service and compliance at the heart of what we do, will continue to service our clients' best interests.

- » *Temporary workforce payroll and contract management*
- » *Consultative support from our experienced staff*
- » *Fully inclusive insurance*
- » *AWR compliance*
- » *Fast on-boarding and contract processes*
- » *Daily payroll processing*



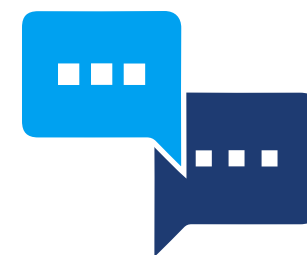
Contract processing



AWR compliance



Fully inclusive insurance



Consultative support



Temporary workforce payroll and contract management



Daily payroll

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So, Bishopsgate what industries do you work in?

Bishopsgate work with a wide variety of businesses who are well-established within their operational sectors

Through years of successful client and candidate engagement, we have built longstanding relationships based on the consistent delivery of our friendly, professional service.



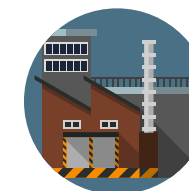
Hospitality



Consolidation



Construction



Logistics



Distribution



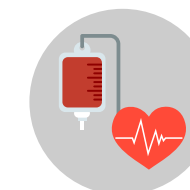
Infrastructure



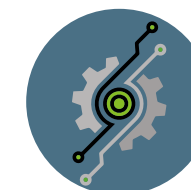
Technology



Financial services



Healthcare



IT



Education



Engineering

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We are a compliant payroll solution and here's why ...

Bishopsgate work with industry leading specialists that cover everything from legislation, employment law, taxation and governance.

We work with and are audited by:



MODERN SLAVERY



GDPR COMPLIANT



Get in touch.

For a friendly, no-obligation review of your business objectives, why not call us or drop us a line to find out more.

Bishopsgate

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